

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

First Congregational United Church of Christ  
Genoa City, Wisconsin

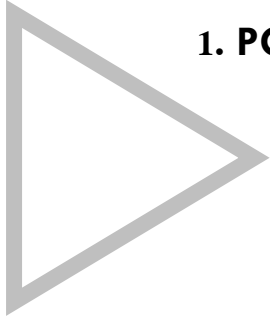
Pastor, ½ time  
Wisconsin Conference, Southeast Association

[October 2, 2023]

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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

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Church name: [First Congregational United Church of Christ](#)  
Street address: [624 Park Street](#)  
Supplemental web links: [www.ucc.org](http://www.ucc.org) (Currently undergoing redesign)  
[www.facebook.com/FirstCongregationalUCCGenoaCity](https://www.facebook.com/FirstCongregationalUCCGenoaCity)

Conference: [Wisconsin](#)  
Association: [Southeast](#)  
UCC Conference or Association Staff Contact Person:  
[The Rev. Rachel Bauman](#)  
[Associate Conference Minister](#)  
[\(608\) 630-2992](tel:6086302992)  
[rbauman@wcucc.org](mailto:rbauman@wcucc.org)

#### Summary Ministry Description:

We desire to become a stronger faith-based congregation who demonstrates Christ's love through an attitude of generosity. By being outwardly focused on our community, we will serve as a church that is caring and compassionate to all. We are seeking an individual who infuses our worship with thoughtful sermons that inspire action, and who will lead and encourage us to become better disciples of Christ as we grow forward.





What we value about living in our area (2 – 3 sentences):

Nestled in the verdant hills of southern Wisconsin, Genoa City is a small mid-western town located only 12 miles from the premier tourist destination of Lake Geneva. Our village is home to a beautiful park on the banks of the Nippersink Creek, an elementary school, a middle school and an elderly care facility. We appreciate knowing our neighbors, having access to beautiful lakes and recreation and little crime to worry about. The relative nearness to the metropolitan centers of Chicago, Milwaukee and Madison offers access to employment, culture, shopping, international cuisine and events.

Current size of membership: 45 active members

Languages used in ministry (other than English): None

Position Title: Pastor

Position Duration (choose one, delete the other options listed):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level: ½ Time

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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- Preparation and leadership of Sunday worship including scripture study, creating of liturgy, sermon preparation, guiding lay liturgists, planning of music in coordination with music volunteers, preaching and offering prayers.
- Continue to develop adult bible studies and small group opportunities.
- Leadership development by working with people in the church to create ministry and programs.
- Identify resources and opportunities in the community that will help our church grow.
- Pastoral care in collaboration with lay people. Visiting the sick, elderly and grieving should be a priority.
- Weddings and funerals for the community.
- Strategic planning for current and new directions in ministry.
- Participate in wider church activities such as conference and association meetings as time permits.
- Continue study to further grow your personal faith and skills.
- Informal efforts as counselor and comforter to the members of the church.

The tasks and ministries that are not the responsibility of our pastor include: administrative tasks, chairing meetings, communications such as website, email, newsletter and monthly calendar, bulletin preparation and printing, and scheduling of use of the facilities and maintenance of the properties.

### Core Competencies:

Our next minister must be:

- **Well-spoken:** 85% of the congregation surveyed identified “effective preacher and speaker” as an important competency in our next pastor.
- **Outgoing:** Work well with youth of all ages, be comfortable visiting shut-ins and actively become familiar with our community at large.
- **A Model of faith:** Of the UCC’s 8 Marks of Faithful and Effective Ministers, those surveyed in the congregation found the most important mark to be “Exhibits a spiritual foundation and commitment to lifelong spiritual development.”

## 1c. COMPENSATION AND SUPPORT

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$40,000 in salary and housing allowance, commensurate with education and experience.

Salary includes:

- Pension/Life/Disability Insurance: 14% of salary + housing allowance
- Health/Dental/Vision insurance: \$4,800 annually (congregation expects to make contribution to health/dental/vision program best suited to pastor, may include UCC Medical and Dental Benefits Plan, health insurance, Affordable Care Act plan or spouse's plan).
- Social Security/Medicare Offset: 7.65% of salary which includes housing allowance

Additional benefits:

- Professional Development: \$1000 annually

What is the expected living situation for your next minister?

Living within 30-minute drive with housing allowance

Comment on the residential/commuting expectations for your next minister.

Pastor is required to provide personal transportation. Genoa City is walkable but does not have public transportation.

Describe peer and professional supports available for ministers in your association/conference:

There is a mentoring program available and monthly meeting of local pastors. Wisconsin Conference has an active Community of Practice ministry available to all clergy. A coaching ministry is also available. The clergy of the Southeast Association, Burlington District, meet several times per year.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

We hold a Sunday morning service at 9am followed by coffee fellowship and 10:30am Sunday School. Office hours must be posted and kept regularly, but we are flexible as to the schedule. Three partial days a week would be desirable. Our pastor is expected to attend our monthly council meetings (currently held on the 3<sup>rd</sup> Thursday at 6:30pm). Our women's groups and men's meetings are member-led and your involvement is welcomed, but not expected. Sunday School is taught by members, but your participation is encouraged.

## 1d. WHO IS GOD CALLING TO MINISTER WITH US?

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Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

We envision faith formation programs for all ages including vibrant children's sermons, thorough confirmation classes for teens, thoughtful sermons for adults of all ages and regular or seasonal adult Bible classes. Additionally, we seek ways to minister to each other, to meaningfully care for church and community members.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

Our new minister will participate in our outreach activities/events in order to become known among our community. They will help us to discover new ways to share our space, using that as a means to share the Gospel.

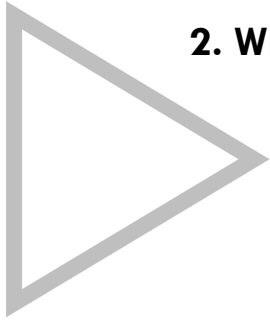
Our pastor will act as a liaison to the police and fire departments and work closely with our local funeral home to perform services for non-members if needed. In the past, they have also participated in our community Memorial Day service and School graduation ceremonies by leading opening prayers. We also want to seek out additional ways to become involved with our schools in order to increase our presence in the lives of our community's younger families.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Our congregation is wholly English-speaking, but our school community is seeing an increasing number of Hispanic families where English is the second language.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- Loves God, follows Jesus Christ and is guided by the Holy Spirit, lives a life of discipleship.
- Exhibits a strong moral character and personal integrity.
- Maturing in effective proclamation and preaching.
- Practicing the radical hospitality of God.



## 2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling us to become visible, open and affirming disciples who actively encourage others to join us by demonstrating His love and compassion and by caring for our neighbors.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

We hosted weekly Winter Warm-up coffee hours (gatherings especially for retired folks and those hungry for social interaction and fellowship). These were initially met with interest, but attendance dwindled to nothing after a few months. Currently, we host a weekly “Chat ‘n Chew” where, on average, ten people are gathering for informal conversation and support. We hope to develop this into more small group opportunities for study, service and support.

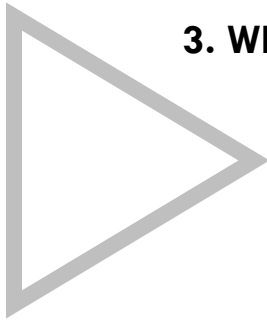
We have pledged to become an eco-friendly church by committing to reduce (and ultimately eliminate) our use of plastics and Styrofoam. Preserving the health of our Earth is an area of vital interest to all and particularly to our younger generations. The higher cost of biodegradable single-use items is still a factor, but we are staying the course, and the public has noticed and commented favorably on our efforts.

We hope to initiate a program of volunteers this fall who will work with our elementary schools to help students improve their reading skills. This is a part of childhood development that has suffered particularly post-Covid.

Additionally, we had been hosting a free Community Meal at noon the first Wednesday of every month open to everyone regardless of membership or economic need. These meals were funded by local businesses and served by volunteers. This program was well attended, but unfortunately discontinued during the Covid pandemic.

As a congregation, we adopted the “Be The Church” UCC mission statement, nine bold statements that describe what it means to be “unapologetically Christian”: Protect the environment; Care for the poor; Embrace diversity; Reject racism; Forgive often; Love God; Fight for the powerless, Share earthly and spiritual resources; and Enjoy this life. We continue to seek ways to live this mission.





### 3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

#### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

Any person who confesses his faith in Jesus Christ as his personal Lord and Savior, who makes Jesus Christ his example and who accepts the spirit and aims of this church may become a member.

Our mission:

- The purpose of this church shall be to bind together followers of Jesus Christ for the purpose of sharing in the worship of God and in making His will dominant in the lives of people, individually and collectively; especially as that will is set forth in the life, teachings, death and resurrection of Jesus Christ.

Our aims:

- This church acknowledges Jesus Christ as its head and finds the Bible to be the sufficient rule of faith and practice, and holds that living in accordance with the teaching of Jesus Christ is the true test of discipleship. Each member shall have the undisturbed right to follow the Word of God according to the dictates of his/her own conscience, with the guidance of the Holy Spirit. (A recent congregation survey showed a majority of members view the Bible as “perfectly true and inspired by God but it should not be taken literally; we need to interpret the meaning and context”)
- We covenant, one with another, to seek and respond to the Word and the will of God, and to walk together in the ways of the Lord, made known to us. We hold it to be the mission of the Church to witness to the Gospel of Jesus Christ in all of the world, while worshipping God, and striving for truth, justice and peace. We

depend on the Holy Spirit to lead and empower us. We pray for the coming of the Kingdom of God, and we look with faith toward the triumph of righteousness and eternal life.

As a group, we profess a moderately conservative faith, but we welcome a leader who will encourage us to embrace new and changing ideas.

Describe several strengths or positive qualities of your congregation.

- We minister to the community outside the church when emergency strikes.
- We are generous with our time and resources.
- We like each other and enjoy being together!!
- We are welcoming and friendly to visitors.

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

We gather at 9 am every Sunday morning in the worship sanctuary, a large, bright and traditional space. There is chatter among members, greeting one another and catching up as the lay liturgist begins the service with greetings and announcements. Altar candles are lit. Live music is provided every Sunday by a volunteer organist and pianist, and occasionally by other soloists or music groups. The service is based on the narrative lectionary. “Good preaching” is described most often by members as messages that “make you think and inspire listeners to action” and “connecting God’s Word to the lives of God’s people.” We appreciate messages that offer Biblical and historical context and walk out the door in your heart. Prayer requests are freely voiced by the congregation during our time of prayer. The worship service is followed by coffee fellowship.

Describe the educational program/faith formation vision of your church.

A children’s sermon is incorporated into the Sunday service, and we offer K-12 Sunday School, taught by adult members of the church, to our small group of young people.

In the past year we offered adult study opportunities including “The Red Letter Challenge” and the Alpha series (attended by 25-40 adults from three congregations). Currently we have a men’s breakfast and a women’s dessert group each meeting monthly to view and discuss PreberU’s “the Ten Commandments.”

Confirmation students, though few in number, are traditionally mentored by adult members of the church as they work in conjunction with the pastor. For students in 7th grade or beyond, the process includes weekly sessions after school for about an hour and use of workbooks from the “To Know, To Live, To Grow” series. During the 21 month program, confirmands also complete independent projects and participate in field trips to the Jewish

Museum in Milwaukee and the UW Milwaukee Planetarium for the Sky Show on the Bethlehem Star. Our new pastor may want to customize the confirmation curriculum depending on his or her gifts.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- When it comes to decision-making, how many hours are spent in meetings per month?

Church council meets once a month for about two hours to discuss the business of the church. Women's Fellowship also meets monthly for about 2 hours and primarily determines the social outreach and service opportunities for the church. Committees are established as needed.

- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

When two homes were completely destroyed by fire this past spring, one member stepped up and contacted the village hall and police department to tell them our doors were open and we were accepting donations of personal items, clothing, necessary medical supplies and money for the afflicted families. Calls went out, volunteers came in and a schedule for the next two weeks was established. Before the fire was extinguished, donations were being accepted and recorded and the families had been personally contacted and prayed with.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes

### 3b. 11-YEAR REPORT

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Report follows on next page

UNITED CHURCH OF CHRIST  
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 861000  
Assoc: 832

Schedule: 0 First Congregational UCC

Genoa City

WI 53128

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	86	51	27	4	0	0	5	0	-1
2013	95	51	25	0	0	11	1	1	9
2014	91	60	27	1	0	0	1	4	-4
2015	92	43	22	1	0	2	2	0	1
2016	92	43	22	0	0	0	0	0	0
2017	72	45	17	1	0	0	2	19	-20
2018	71	43	18	0	0	5	1	5	-1
2019	67	37	14	0	0	1	2	0	-1
2020	67	37	14	0	0	0	0	0	0
2021	67	37	14	0	0	0	0	0	0
2022	67	37	14	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$67,113	\$0	\$436	\$388	\$824	\$0	\$824	0.65	\$67,937	\$68,681
2013	\$77,997	\$0	\$500	\$727	\$1,227	\$0	\$1,227	0.64	\$79,224	\$74,267
2014	\$73,200	\$0	\$750	\$2,609	\$3,359	\$5,000	\$8,359	1.02	\$81,559	\$72,000
2015	\$77,000	\$0	\$1,000	\$2,393	\$3,393	\$5,000	\$8,393	1.30	\$85,393	\$82,000
2016	\$77,000	\$0	\$1,000	\$1,426	\$2,426	\$0	\$2,426	1.30	\$79,426	\$0
2017	\$82,937	\$0	\$1,000	\$632	\$1,632	\$2,793	\$4,425	1.21	\$87,362	\$76,294
2018	\$80,798	\$0	\$1,020	\$495	\$1,515	\$1,442	\$2,957	1.26	\$83,755	\$82,276
2019	\$82,519	\$0	\$1,200	\$3,283	\$4,483	\$0	\$4,483	1.45	\$87,002	\$75,539
2020	\$82,519	\$0	\$900	\$0	\$900	\$0	\$900	1.09	\$83,419	\$0
2021	\$82,519	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$82,519	\$0
2022	\$82,519	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$82,519	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-6.94	-17.78	-17.65	-100.00	-100.00	-0.50	-100.00	-5.54
2012-2022	-22.09	-27.45	-48.15	-100.00	-100.00	22.96	-100.00	21.46

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	40	Yes
Number of active non-members:	32	Yes
Total of church participants (sum of Total church participants	72	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85%	Yes
Less than 10, more than 5 years:	10%	Yes
Less than 5 years:	5%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
3	5	1	0	4	2	11	14	8	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	Yes
Households with minors:	6%	Yes
Single adults age 35-65:	2%	Yes
Joint households with no minors:	82%	Yes
Single adults over 65:	10%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	31	Yes
College:	9	Yes
Graduate School:	2	Yes
Specialty Training:	3	Yes
Other (please specify):	0	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	12	Yes
Adults who are retired:	37	Yes
Adults who are not fully employed:	3	Yes

Describe the range of occupations of working adults in the congregation:

Teachers, factory, office, home business, drivers and many retired.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Our congregation is white, non-immigrant. Some diversity in race and culture shows in our families (children, in-laws) rarely, at occasional services when some more extended family members attend.

Our congregation reflects the diversity of our community. As of the census of 2020, the racial makeup of the village was 81% white, 13 % Hispanic or Latino, 0% African American, 1% Native American, 1% Asian, 0% from other races, and 4% from two or more races.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

We have not.

### 3d. PARTICIPATION AND STAFFING

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Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	7	Pastor planned and led Grief Group
Baptisms <i>(number last year)</i>	3	Pastor with parents
Children's Groups or Classes	8	Superintendent of Sunday School and Christian Education Chair plan Sunday School together
Christmas Eve and Easter Worship	40	Pastor , organist, pianist
Church-wide Meals	None since Covid	
Choirs and Music Groups	10	Volunteer musicians
Church-based Bible Study	10	Pastor plans, pastor or lay member may lead.
Communion <i>(served how often?)</i>	3	1 <sup>st</sup> Sunday monthly. 2 volunteers serve with Pastor. Worship chair finds volunteers.
Community Meals	75-200	Fundraisers led by members. Pulled Pork sandwich meals, turkey dinners, Lenten Lunches
Confirmation <i>(number confirmed last year)</i>	0	Would be primarily pastor-led
Drama or Dance Program		
Funerals <i>(number last year)</i>	3	Pastor with families
Intergenerational Groups	1	Women's Fellowship led by members
Outdoor Worship	None since Covid	Planned by Pastor and volunteers

Prayer or Meditation Groups	5	Monthly meditation group led by volunteer, but not since Fall of 2022
Public Advocacy Work	14	Volunteers at Feed My Starving Children
Retreats	3	Attended Revive with area churches
Theology or Bible Programs in the Community	7	Alpha Program co-hosted with another church.
Weddings ( <i>number last year</i> )	0	Pastor with family
Worship (time slot: 9 am )	25	Pastor, organist, pianist, liturgist
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		None currently
Other		

Additional comments:

4-H, AA and the Village Garden Club meet at our church regularly and Blood drives held once or twice a year.

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None				

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: None



List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary		Part time	Pastor/council	1 ½ year
Custodian		Hourly	Pastor/council	1 month
Organist/Pianist		Volunteer	Self	Organist 15 years Organist 10 years

### REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

Historically, we have been an integral part of our small, bedroom community providing an open and welcoming fixture to the community. We believe the trend toward fewer children, teen and young couples in our congregation is reflective of the national trend away from church membership. Our focus on older and retired members is justified though we are broadening our outreach efforts to the unchurched in our community.

### 3e. CHURCH FINANCES

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Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 59,480
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	reinvested
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$ 0
Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$ 3,600
Grants	\$ 0

Rentals of Church Building	\$ 0
Rentals of Church Parsonage	\$ 0
Support from Related Organizations (e.g. Women's Group, Men's Group)	\$ 4,800
Transfers from Special Accounts	\$ 0
Other (specify): <a href="#">Loose offerings</a>	\$ 2,400
Other (specify):	\$ 0
<b>TOTAL</b>	<b>\$ 70,280</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$ [77,059](#)

[See attached budget.](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? [91%](#) [we have budgeted for a loss of \\$ 6,779](#)

Has the church ever failed to pay its financial obligations to a minister of the church? [No](#)

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

[In the past we have been 5-for-5. We would like to reach that goal again.](#)

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%) [Free will donation from congregation](#)

What is the church's current indebtedness? [None](#)

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

[No project is underway, however, we anticipate the need to upgrade our HVAC within the next 5 years](#)

If the church has had capital campaigns in the last ten years, describe: **None**

If a capital campaign is underway or anticipated, describe: **None**

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **N/A**

Does your church have an endowment? **Yes**

What is the market value of the assets?

A second endowment account was opened with Edward Jones in 2018 with \$35,000 and is invested in three conservative American mutual funds. As of September 12, 2023, we had \$ 51,949 in the investment fund and \$ 1,932 in the endowment fund in the bank.

Are funds drawn as needed, regularly, or under certain circumstances?

These funds are only to be used for the development of our church and its outreach programs, not monthly expenses. Our only recent draw was \$5,000 to pay a church renewal consultant in January, 2023.

What is the percentage rate of draw (last year, compared to 5 years ago)? **N/A**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **N/A**

At the current rate of draw, how long might the endowment last? **N/A**

#### Other Assets

Reserves (savings): \$ 14,800 in Memorial fund,

\$7,478 in designated accounts (Youth, Women's Fellowship, Community Meals)

Investments (other than endowment): \$ 0

Does your church have a parsonage? **No**

Describe all buildings owned by the church: **Church building only**

Which spaces are accessible to wheelchairs?

Our sanctuary, offices, basement Fellowship Hall and kitchen, all restrooms, offices, and Welcome Room are accessible via a concrete ramp outside our front entrance and a platform lift inside the front entrance, which travels from the first floor to the

basement. Our balcony and upper-level Sunday school areas are not accessible by wheelchair.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

As our membership declines, so does our income. We are still able to pay all of our absolutes, but have had to decrease our giving to the UCC assn. We are tightening our budget, but have gone over the last couple years. Our savings account has absorbed this, but this account will not hold us much longer. This is why we made the bold decision to hire a renewal consultant at the beginning of this year. Our goal is to pray, plan, change, encourage and grow in spirit, discipleship, generosity and ultimately in number and wealth.

The annual budget is set by the treasurer, moderator and bookkeeper based on the current and previous year's figures. It is then brought to the council for discussion and necessary changes. Once completed, it is presented at the annual congregational meeting in January for final approval.

Our "Happy Hearts Mission" project began about 15 years ago to raise money outside the budget for various local worthy projects. This year we also began a monthly "Pennies From Heaven" offering which is split 50/50 between local and global hunger missions.

### **3f. HISTORICAL INFORMATION**

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Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Our church was established in 1847 as the 1<sup>st</sup> Congregational church. In the mid 1970's, we joined with the UCC and became the First Congregational United Church of Christ (a mouthful!) In the 2000's, we voted to support the movement and declare ourselves "open and accepting," but this title does not always sit comfortably. About fifteen years ago, we had to reduce to a 2/3 time minister. Seven years ago, we saw our town's Methodist Church close its doors for lack of membership and finances. This left us as the only remaining church in Genoa City at that time. Our congregation absorbed some of the members and began hosting the Alcoholics Anonymous meetings in its stead.

A valued tradition of our church is the sale of homemade donuts! Over 100 years ago, our ladies began frying donuts and selling them from a booth outdoors alongside Hwy 12 when it still passed through town. It was a major fundraiser for many years and we still make them at least once a year and share them with residents of a local nursing home. We are known far and wide for our donuts and good cooks!

Describe a specific change your church has managed in the recent past.

Our largest adjustment was reducing to a part-time minister, but more recently, we have just installed a projector at the front of the sanctuary! This had been a debated topic for several years, and we were very fortunate to receive a donation specific to this purpose two months ago. We are still early in the learning curve and are figuring out the best way to incorporate it into our worship service.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

When our pastor spoke of same-sex marriage from the pulpit after the Orlando nightclub shooting, two members of the church said they felt disenfranchised and ultimately left our membership. As an increasingly progressive mainstream church, we sadly accepted their resignation. We continue to have members who are less open and affirming to others, a congregatioin survey revealed that 9% of members would be “very uneasy” with a gay pastor, for example, and these members need to be gently carried along with the majority of the congregation who is more open.

As for protocols, members who have concerns (particularly concerning the pastor) are encouraged to bring them to a member of our pastor-parish relationship committee. Their focus is to support the pastor and facilitate open discussion where discontent can be negotiated.

Ministerial History (*include all previous ministerial staff for the past 30 years*)

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Patricia Handley	July 2021 – March 2023	Yes
no pastor / no service / Covid	April 2020 – June 2021	--
Rev. Jennie Swanson	Feb 2013 - March 2020	Yes
Rev. Tom Porter, Interim	February 2010 - January 2013	Yes
Rev. Mark Schowalter	May 2001- January 2010	Yes
Rev. Glenn Mensing, Interim	November 1999 – April 2001	Yes
Rev. Richard Crane	August 1996 – August 1999	Yes

Rev. Cathy Renick, Interim	Feb 1995 – July 1996	Yes
Rev. Jim Kennedy	1984 – January 1995	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership.

One of our past ministers was blind and another was quite aged. We readily “stepped up” to provide transportation and other necessities and to accept more responsibility in member visitation and other areas.

From a different perspective, we were without any pastor at all for nearly a year and a half during Covid. We managed to keep everyone together, in touch, and cared for despite having no worship services either in person or online that entire time. Our dedicated moderator, council and secretary continued to work diligently throughout that period to ensure everyone’s care and well-being.

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No

#### 4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

## 4a. COMMUNITY VISION

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How do the relationships and activities of your congregation extend outward in service and advocacy?

This is an area we are targeting going forward – becoming an outward focused church rather than an inward focused one. We are making intentional efforts to be IN the community, serving, welcoming, providing and demonstrating God’s love. In the past year, we have collected socks from the community to donate to homeless shelters. We have volunteered at “Feed My Starving Children” and were so moved by the experience that we intend to schedule this several times through the year. One of our youngest led a drive to collect crayons for our county’s special needs school – her goal was 50 boxes – she gathered more than 240! Our music leadership performs monthly at an outdoor worship service. We also maintain a weekly booth at our village Farmer’s Market.

Our congregation has always donated generously to our community food pantry. During Lent, we deliver homemade soups and salads to our local schools’ staff. We host meals throughout the year, some as fundraisers, others as community service.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Prior to Covid, we always sent our pastor and a member or two to annual conferences. Since Covid, we have not participated in these events. A few years ago, some of our members volunteered at the national general synod when it was held in nearby Milwaukee. We do have healthy relationships with our neighboring community UCC’s.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).)

Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input checked="" type="checkbox"/> Just Peace (Fall 2019)     |
| <input type="checkbox"/> Creation Justice                        | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                        | <input checked="" type="checkbox"/> Open and Affirming (ONA)   |
| <input type="checkbox"/> Faithful and Welcoming                  | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice            | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I’M)       | <input type="checkbox"/> None                                  |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

A majority of our members believe our strengths are that we are friendly and open to strangers and we move people to a closer relationship with Jesus Christ.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

We share some seasonal services (i.e. Maundy Thursday) with the Community UCC and Grace Lutheran church in the neighboring town of Richmond, IL. In February, three of our members attended a "Revive" weekend retreat with Trinity church in Pell Lake. We have also co-hosted the Alpha series with Trinity.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

"The mission of this church shall be to bind together followers of Jesus Christ for the purpose of sharing in the worship of God and in making His will dominant in the lives of people, individually and collectively; especially as that will is set forth in the life, teachings, death and resurrection of Jesus Christ.

We gather in worship for an hour every Sunday, plus after-worship coffee hour. We have also spent resources (time and money) every month on our community meal, which is a collective effort to minister to the community and share our experience with God. We frequently say we are good at "feeding people," which is true in the literal sense but also in the spiritual sense.

Discussion has begun regarding updating our mission statement to better reflect our new focus and to be more succinct and live-able.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

As a part-time pastor, we expect the pastor to spend most of their time on congregational ministry, but we need help and leadership in reaching out to the greater community.



## 4b. MISSION InSite

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Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The trend of the greater community is for "moderate growth." This shows us potential to reach new members. Also, the poverty level of the area is "somewhat above" the rest of the state, which means opportunities to minister to those who are less fortunate.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

For the most part, our congregation reflects the demographics revealed in MissionInsite, we are "very homogeneous," white, feature somewhat less than the median family income and are closely split between blue- and white-collar occupations.

How are the demographics of the community currently shaping ministry, or not?

Our work to help those less fortunate (in the form of helping local charities and offering meals to the whole community) and to provide fellowship opportunities, especially to the retired, reflects the demographics here. There remains opportunity for us to better reach young families with children.

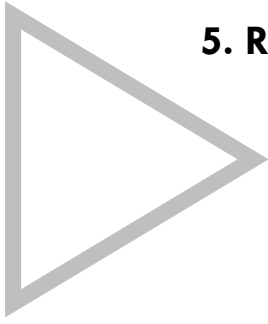
What do you hear when you talk to community leaders and ask them what your church is known for?

Without a doubt, we are known for providing food and fellowship in the greater community. We are generous and talented in this way, and our physical building supports this ministry (we have a large, well-appointed kitchen and fellowship area).

We are also known to be the "place to go" when local disaster strikes. The police department, village hall, schools, businesses and citizens all know they can come to us for help in emergencies and that donations of cash and goods will be gathered, organized and distributed.

What do new people in the church say when asked what got them involved?

Our open and friendly nature. The good food didn't hurt either.



## 5. REFERENCES

Name up to three people who have agreed to serve as phone and written references.

### REFERENCE 1

**Jacqueline Katzenberg / resident of Genoa City / (262) 729-1057 /**

**Jacqueline.Katzenberg@gmail.com / Daughter-in-law of active member**

I believe our church does a fantastic job with its community outreach, and consistently with giving and helping those in need. I also love the devotion to teaching the children about Christ in such a fun way. The way the whole church works together to teach and develop the children is inspiring.

Although we try, I miss the days of the Christmas Cantata and the choir. I understand that we are unable to have bigger church productions because of member involvement and the size of our congregation. We need to work on growing the congregation membership so we don't lose our church.

My best memory of the church would be watching my niece and nephew be baptized. I love how our church comes together, and in truth, I appreciate how we all support one another when things are difficult. I have struggled with some personal issues and felt a huge sense of support from the church.

We have a great church with some great people. Pastor Jenny inspired me to come back to church after many years of not attending. We need someone who is genuine and real to join our First UCC family.

### REFERENCE 2

**Lorraine Holden / resident of Genoa City / cell (262) 203-3031 / home (262) 279-3219 /  
No email / Lives next door to church, attends and has taught Sunday School but has  
chosen not to become a member.**

I was asked to share my view of some of this church's strengths in ministry, what I feel could be improved on and significant experiences I can recall. I will try to do my best. Please note these are only my thoughts and each one will have their own views to be considered.

I believe there are many strengths of our ministry. We try to be a sharing and caring place of worship for our aging community and long-time members who are comfortable with our wonderful history and feel secure with keeping things the way we always remember them. We also try to be willing to offer changes and growth to help new and different expressions to be incorporated into our church services to have a wider reach to younger or new members.

This is not always easy.

We try to reach out to the youth in the community through youth group and youth activities. And try to have a Sunday school program to offer education and an understanding of what a church family is. I believe a church family-oriented thought process is a strength in the ministry of any church. Because as with any family you must share your thoughts, choose to compromise and strive to be a help in all things.

Our church works together to try and be a Christian Faith presence in our community by mission works through our Happy Hearts collections, bringing a fellowship with Burr Oaks nursing home, and sharing our church space with groups in the community. Our ministry offers help to those who do not have a church family when they find the need for a faithful presence like an illness, counseling, a funeral, baptism, or guidance when you're not sure of the resources or programs that may be of a help in your situation. By having a welcoming place to go in times of distress, we may be opening a door to a fellowship choice to receive the Lord in their life. And all ministry, I believe, is to try and guide people to seek a relationship with the Lord.

Improvements in our church.

I believe we need a stronger scripture faith. As I believe the Bible is the word of God, I would choose to have a ministry that shares that while God always loves us, that does not mean he is always happy with us. That decisions in our lives should be made trying to live in fellowship with God, not saying it's OK because God loves us, we can do as we please. God as our creator has given us a path he would prefer we follow, and I believe it is the responsibility of our church's ministry to share what we believe that path is. And when we fail, we then share that as God is a forgiving God, we too are a forgiving and welcoming church and continue to be a church family in our imperfections. And share that we can always come back and continue to grow in the way of fellowship with the Lord.

This church family has been a constant reminder of how God wants us to love each other.

By living next door, I have been privileged to see amazing things. Personally, starting way back to a church basement full of clothes after a house fire. An open door for my aunt's funeral at no cost when she would have had no other service otherwise. I have been able to offer my friends without a church home, a baptism for their son with no strings attached. My uncle's passing was met with a helping hand to make sure a service

would be provided even though it was at the most inopportune time, and they had no ties to our church, but our church was still there for his family. I have met people who came looking for help because they saw a church and knew they would be welcome here. I have seen the people coming into this church for funerals, with great joy of weddings, with the blessing of baptisms. I have seen the children running to be the first at the door while their family came to worship, the gift of an elevator that meant my mother and my father were still able to share in coffee fellowship when they were unable to face the stairs anymore, I have felt the love of feeling I belong to this church family, and the joy of knowing I belong to the family of my Lord, his Son, and the Holy Spirit. The ministry of this church helps me to know I am God's child.

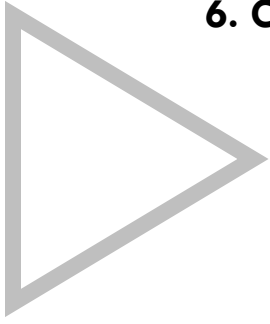
I do not know if this is what you were looking for. But this is what you get. In the Faith of our Lord.

### REFERENCE 3

Charlene Eddy, 93 / long-time resident of Genoa City / (262) 279-2648

No email / Former member of the nearby Methodist Church which closed three years ago. Came to our church after her husband's funeral which was held at our church.

The next leader of this church needs to have lots of the Spirit, be helpful and have wit. I would like to see them spend time with our kids, the church's future. Help children understand the difference between virtual and reality and be a helper to parents to help with their family issues. They also need to be helpful to seniors and all ages. Set aside some time to cheer those less fortunate. Influence and inspire our present and our future, be a good speaker having a good voice that carries well so all can hear and enjoy. Be one who knows his subjects and gets across the message well. Be able to come to the aid of families in the loss of a family member and encourage your flock to also help those. In terms of the wider community, show interest in improvement by attending meetings with other ministers and churches to keep learning and be interested in all people by attending meetings of clubs, churches, schools, Legion, Lions and businesses in our community. Help all staff members. Give assistance for all church meals where they can. If you have a family, involve them as we all want to be able to help them to get to know us, too, and involvement will help them like their new home and school and our community. We're looking for a good, well-rounded citizen who enjoys all people, all walks of life, all colors, nationalities. This is a very big job, and you should understand what you're getting into.



## 6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

### 6a. CLOSING PRAYER

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Lord, guide us in our quest as a congregation to call a new pastor whose gifts God can use with us for the sake of the Gospel. We prayerfully seek a pastor with certain gifts and skills, knowing and praying that candidates will also be engaged in a Spirit-led discernment process. Lord, help us be open with each other and potential candidates and lead us into a new chapter of our long history. Amen.

### 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The profile committee, church members and friends of the church. Among other resources, we depended on the results of an original survey of the entire congregation (51 members completed it).

Signed: Cindy Brick, Peggy Quake, Maggie Fosdick and Sandy Williams  
Members of the profile committee, September, 2023

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:


To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.



Signature:

Name / Title: Rev. Rachel Bauman/Associate Conference Minister  
Email: rbauman@wcucc.org  
Phone: 608-630-2992  
Date: October 2, 2023

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*"Jesus answered them, 'Have faith in God!'" – Mark 11:22*